



AIR FORCE INTERNATIONAL AFFAIRS Workforce Initiatives N E W S L E T T E R

DEVELOPING THE SECURITY COOPERATION WORKFORCE AND GIVING IT THE TOOLS TO SUCCEED

SPRING 2005

Inside THIS EDITION

- ▶ GRADUATE STUDIES PROGRAM, PROGRAM UPDATE
- ▶ CERTIFICATION PROGRAM ACCEPTING APPLICATIONS
- ▶ THE DEFENSE INSTITUTE OF SECURITY ASSISTANCE MANAGEMENT (DISAM) PERSPECTIVE

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Visit
www.iaprograms.org
for complete program details!

A Message from Ms. Angela Kravetz

Chief, Human Resource Branch, Plans and Operations
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Welcome to the Spring 2005 edition of the Air Force International Affairs Workforce Initiatives Newsletter. As Chief of the Human Resource Branch at SAF/IA, I see firsthand how these programs positively affect our workforce's ability to meet the Air Force's mission. This newsletter provides both an opportunity for you to learn more about these programs and an encouragement for you to take advantage of them.

I would be remiss if I did not take the opportunity to first introduce our newest addition to the SAF/IA team, Mr. Rod Shaw, Chief, Plans and Operations Division Directorate. Mr. Shaw is no stranger to SAF/IA. Prior to his military retirement, he served as both a SAF/IA Division Chief and Deputy Division Chief. His extensive Security Assistance experience ranges from policy development and implementation to international negotiation and personnel recruitment. Mr. Shaw's leadership, decision-making abilities, and team building skills, coupled with his passion for the workforce initiatives, make him a tremendous addition to our organization. In the coming months, Mr. Shaw will have the opportunity, via this newsletter, to share his insights into our efforts to transform our workforce and its capabilities.

Much of this edition, focuses on our certification program. If you have not already done so, now is the time for you to submit an application for International Affairs Certification at Level 1, 2, or 3. Certification is a growing trend among IA professionals not only in the Air Force, but throughout the Department of Defense (DoD). The recent addition of an International Affairs Certification code to the Civilian Career Brief brings even greater visibility and recognition to this accomplishment. If you are interested in certification or simply want to learn more, please read the update contained herein.

I encourage you to take a moment to learn more by reading this newsletter or visiting our website at <http://www.iaprograms.org>. Additionally, if you have not already done so already, please consider applying for one of the programs discussed herein and taking advantage of the opportunities to learn, grow, and develop.

As always, my staff and I are available to assist you in any way possible. If you have any questions or comments, please feel free to contact me at 703.588.8994 or Angela.Kravetz@pentagon.af.mil.

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- Ms. Angela Kravetz

Global Master of Arts Program (GMAP) II

Developing Our Personnel

The Global Master of Arts Program (GMAP) II class, the public-sector focused version of The Fletcher School's original yearlong graduate program in international relations, began again in March 2005. The purpose of the GMAP II is to improve the quality and professionalism of the international affairs workforce. The program is specifically intended for civilian and military personnel serving in the security cooperation field.

"There are few opportunities to mix world-class curriculum with a group of students that represent US defense and government agencies, as well as international students from foreign diplomatic, NGO, and private international organizations. GMAP II combines the best of everything in a program that will develop future world leaders. It's the opportunity of a lifetime," said Captain Steve Taylor, one of the new AF GMAP II students.

The GMAP II is a 12-month program that culminates in a Master of Arts degree from the Fletcher School of Law and Diplomacy at Tufts University. The program combines three two-week residency sessions with state-

of-the-art internet-based courses of study. The one-year program is presented in trimester form with three courses presented the first and second trimesters, and two courses plus a thesis in the third trimester. PCS travel will not be required. Students will continue to work from their home stations/countries. Two mandatory two-week sessions in residence will be conducted at the Fletcher School outside Boston, Mass. and one other two-week residency will be conducted outside Washington, DC. The program is part time and takes on average 20 hours a week of study in addition to the student's regular workload. Students whose native tongue is English are required to pass oral and reading language exams in a foreign language of their choice.

This is what Deborah Winslow Nutter, Senior Associate Dean and Director of GMAP recently had to say about the DoD class members," Fletcher feels privileged to be educating this fine group of students from the Department of Defense. They are the core group in larger class of international affairs professionals from around the world."

Accepting Applications Now

Applications now are being accepted for the March 2006 class. The deadline is September 1, 2005. To learn more about GMAP II and to apply visit <http://www.iaprograms.net/graduate.htm> or contact Ms. Jamie P. Leddin, Wedgewood Consulting Group, Inc., at jlleddin@wedgewoodgroup.com.



GMAP II students enjoying a moment away from the books.

Certification and Career Development Program Update

Recognizing Certification Recipients and Reinforcing Call for Applications

The Under Secretary of the Air Force (International Affairs) Certification and Career Development Program (SAF/IA CCDP) continues to serve as a popular, effective Workforce Initiative. In support of the Department of Defense International Affairs, Certification and Career Guidelines directive, the CCDP enables the Air Force component to develop and implement a program focused on the professional certification of all employees identified as members of the IA workforce.

To date, the CCDP has processed over 450 certification applications which include an impressive submission of 101 applications during the most recent IA Certification Selection and Review Board conducted on 28 January 2005. The first Selection and Review board was held in December 2003. The IA workforce community has responded in a robust manner as applications have increased in number and quality as both submission and review processes have been honed.

Under the CCDP, workforce members are required to meet mandatory standards of education, training, and experience to achieve each of three levels of certification. In order to meet these requirements, the Air Force has elected to create and implement an IA Certification and Career Development Program. This program allows personnel working throughout the IA community to apply for and receive certification. Additionally, the Program will create a process for individuals to design and develop Individualized

Career Development Plans.

The CCDP is a critical building block in the efforts to solidify the International Affairs Career



Field (IACF) which further

identifies IA core competencies and enables centralized career management and functional ownership of the IA workforce community.

CCDP information and application details can found at www.iaprograms.org. This website is designed to provide all stakeholders information regarding the design, development, and implementation of the Certification and Career Development Program.

IA senior leadership has initiated the implementation of a Coding solution to allow both civilian and military certificate holders to annotate CCDP Level I-III completion on their respective career briefs and official personnel tracking documents. **Three individual codes have been approved and made available for all civilian employees to update their Career Brief.** The Military code is still processing and will be disseminated upon approval. The current coding status, the names of IA certificate awardees, and much more is available at www.iaprograms.org. Newly added, the *Frequently Asked Questions (FAQ)* section offers an informative dialogue for employees seeking general program information and application guidance for CCDP participation.



Now Accepting Applications

Certification applications are currently being accepted for the July 2005 Selection and Review Board. IA employees can send their applications electronically to Ms. Angela Kravetz (SAF/IAPC, 703.588.8994) at Angela.Kravetz@pentagon.af.mil or Mr. Gordon Cox (Wedgewood Consulting group, Inc., 703.351.3315) at gcox@wedgewoodgroup.com. Applications can also be mailed to Ms. Kravetz at 1500 Wilson Blvd. Suite 900, Arlington, VA 22209.

International Affairs Career Field

A Program On The Horizon

The Air Force IA community continues to research the feasibility of implementing an International Affairs Career Field (IACF). Once implemented, the program will provide unparalleled opportunities to IA workers and respond to the Defense Security Cooperation Agency's (DSCA) Guidance regarding the development of an internship program.

Over the summer months, under the direction of the IA Policy Council, the Air Force will determine the specifics of this program. As information becomes available, it will be posted to the IA Programs website in the 'IACF' section. Please visit <http://www.iaprograms.org> often to remain abreast of program developments.

IA Programs Website Update

Serving As A Conduit For Workforce Initiative Information

The IA Programs website, located at <http://www.iaprograms.org>, contains the most recent workforce initiatives information. It serves as a “one-stop-shop” for workforce initiatives and should be your first source for program information. Website visitors can download certification and graduate study applications, learn about efforts to develop an International Affairs Career Field (IACF), and read SAF/IA job postings.



The International Affairs Certification and Career Development System (CCDS) continues to serve as a tool to track certifications under the IA Certification and Career Development Program. CCDS provides user access to a catalog of training and education resources and Career Development Plans. This past quarter we added 15 new users. CCDS currently has over 600 users from a large number of DOD organizations. The users are made up of civil servants, military personnel, and contractors.

New group development plans and e-learning initiatives are in the works for this quarter. These group development plans will provide a course listing of preferred courses that can be used to meet certification requirements. Currently, only one course is available to users on-line FMS Case Reconciliation & Closure (SAM-CR). Any CCDS user can register and take this course. SAF/IA PQ will begin migrating courses into the CCDS to help integrate more of their orientation training classes into the system, and create individual development plans via CCDS.

DISAM Perspective

Insight From The DISAM Commandant, Dr. Ron Reynolds

Let me take a few minutes of your time to reinforce the GMAP II program. I had the pleasure of attending the GMAP II Graduation at Tufts University on the 26th of March. What a terrific event! Tufts pulled off a great weekend for our graduates and their families, and it also served to energize all our DoD folks who attended as guests folks like Lt Gen Kohler, Mr Genaille (representing SAF/IA), as well as other leadership from Army and Navy. Key leadership was very well represented throughout the Services. I'd have to say that, even though I've always been excited about this program, seeing that initial graduating class walk across the stage really energized me. Additionally, seeing the appreciation of our students for the support of DSCA, their MILDEPs and individual organizations for that opportunity drilled home how great it is. (Not to preclude, I also saw the relief of our employees and their families in having a tough year behind them.)

Across the DoD IA workforce we're looking for the best 22 candidates that we can provide to Tufts for an education that will profit them and our future efforts

collectively. We're looking for those 22 to be a part of our third class, just as the second class in now in their first trimester and will graduate next March. If you have a bachelors degree, have the desire for a masters degree that can be integral in helping you perform your job better and give you a macro view of international affairs, along with a desire to grow in our career area, you need to get the details of GMAP II. Supervisors fulfill a critical role in recommending their best candidates for the program, and senior leaders also provide support in sponsoring the candidate for consideration and final admission. Thus it's a team effort to make the most of this program which will better serve both our workforce and international constituency in the years to come.

Finally, congratulations to all the graduates of this year's program, their families, and those of you who work with them to a person, each graduate commented on how their office mates pulled together to assist in giving them the time to give due time to GMAP II. Again, what a team effort!

FOR MORE INFORMATION ON THESE EXCITING PROGRAMS AND INITIATIVES VISIT

www.iaprograms.org

